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ABSTRACT

In response to Federal and State laws that prohibit employment discrimination, the California State Personnel Board (SPB) instituted a series of programs and projects designed to overcome underrepresentation and underutilization of minority group members and women in civil service jobs. A subcommittee of the California Advisory Committee to the United States Commission on Civil Rights analyzed employment data from the period 1974-1979 to determine if the SPB affirmative action programs were effective. This report summarizes the subcommittee analysis of competitive civil service positions, highlighting areas of minority and women representation and utilization by department, salary, promotion, and attrition. The majority of this report is devoted to tables and graphs of data describing racial/ethnic and female distribution in the highlighted areas. Additional data are appended. (MK)

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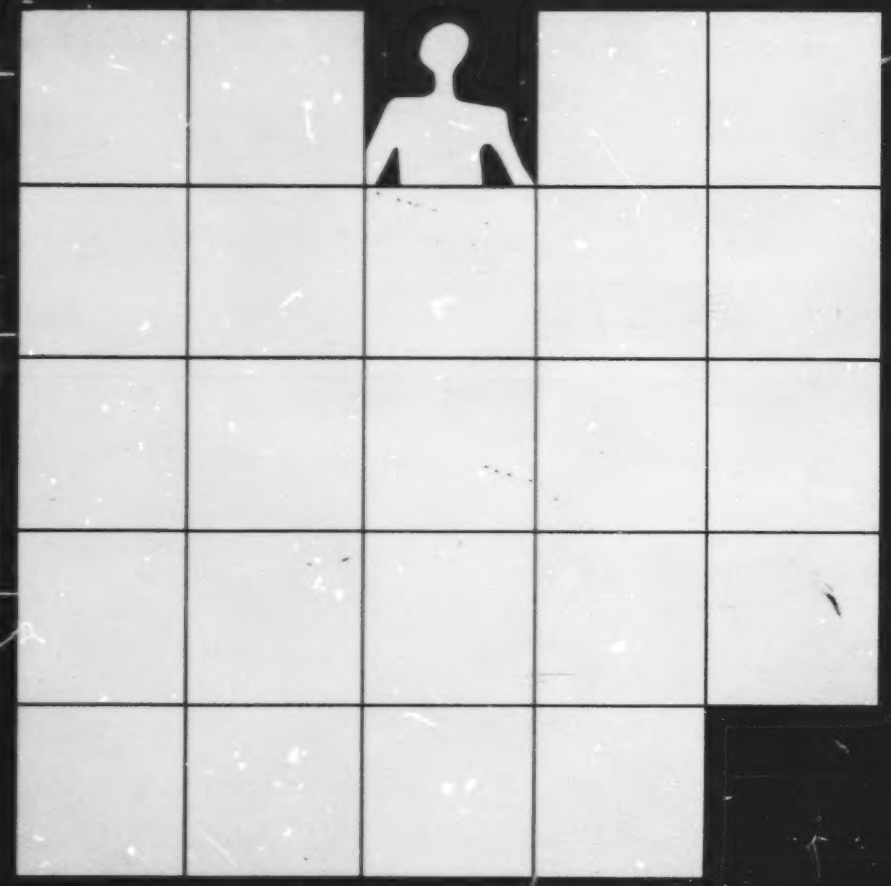
California State Employment

July 1980



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California State Employment

—A report prepared by the California Advisory Committee to the U.S. Commission on Civil Rights

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LETTER OF TRANSMITTAL

CALIFORNIA ADVISORY COMMITTEE
TO THE U.S. COMMISSION
ON CIVIL RIGHTS

JULY 1980

MEMBERS OF THE COMMISSION
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Murray Saltzman

Louis Nuñez, *Staff Director*

Sirs and Madam:

The California Advisory Committee submits this review of employment of minorities and women in California State government as part of its responsibility to advise the Commission about civil rights issues within the State.

Despite State statutory affirmative action requirements and special emphasis recruitment programs, a review of State civil service employment figures indicates that since the mid-1970's, minorities and women have made minimal progress in attaining equal job status with white male employees. Statistical evidence also points to the likelihood that minorities and women may be underrepresented in civil service jobs because of the utilization of outdated statistics, i.e., the 1970 U.S. Census.

The Advisory Committee found that minorities and women are concentrated in low job and income categories, while white male personnel, as a group, are found in high income and high level job categories. Hispanics are particularly underrepresented and underutilized in State civil service.

The California Advisory Committee urges the Commission's support of the report's recommendations.

Respectfully,

Herman Sillas, Jr.
Chairperson
California Advisory Committee

ACKNOWLEDGEMENTS

The Advisory Committee offers special acknowledgment to the members of its Affirmative Action Subcommittee for their efforts on this project. These members were: Mervyn M. Dymally, Nadine I. Hata, Karen L. Hilborn, Helen Davis McCullough, Frank Orme, William D. Rogers, and Herman Sillas, Jr.

The Advisory Committee wishes to thank the staff of the Commission's Western Regional Office, Los Angeles, California, for its help in the preparation of this report. This report was written by Laurie Campbell and Arthur Palacios. Editing assistance was provided by Thomas V. Pilla with support from Irene B. Garcia. Legal review assistance was provided by the regional staff attorney. All worked under the guidance of Philip Montez, Regional Director.

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1. INTRODUCTION

Federal and State laws prohibit employment discrimination, including employment in State civil service. California law further requires that State agencies affirmatively "overcome any identified underutilization of minorities and women" in each agency and department.[1]

Since 1972 the State Personnel Board (SPB) which oversees State civil service employment has instituted numerous programs and projects to overcome an acknowledged underrepresentation and underutilization of minorities and women.[2] Such programs include a Spanish speaking-surnamed project,[3] a women's program, an upward mobility project, and a community relations project.[4] The SPB shares joint authority with other State agencies in hiring and promotion processes, by providing those agencies with lists of eligible candidates when they wish to fill a vacancy and conducting examinations for promotions.[5]

Have these and other programs succeeded in overcoming underrepresentation and underutilization within the State civil service system? In an effort to answer that question a subcommittee of the California Advisory Committee to the United States Commission on Civil Rights analyzed State civil service employment data for a five year period, 1974 to 1979.[6] The hypothesis for this analysis was that if State affirmative action programs were effective, the representation and utilization of minorities and women would increase.

This report summarizes the subcommittee analysis, highlighting specific areas of minority and women representation and utilization by department, salary, promotion and attrition.[7] This report examines only the competitive civil service; data concerning hiring and promotions of staff for the State Assembly, Senate and Governor's appointments were not analyzed. See Appendix C.

1. CAL. GOV'T. CODE §19790 (West Supp. 1979).
2. The term underrepresentation refers to a group's percentage in civil service compared with its percentage in the State labor force. The term underutilization refers to a group's percentage in specific job categories compared with its percentage in the State labor force.
3. Spanish speaking/surnamed is the term used by the State Personnel Board. The executive branch of the Federal government requires all Federal agencies to use the standard classification "Hispanics" which includes "a person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race." Memorandum from Executive Office of the President, Office of Management and Budget, to heads of executive departments, "Revision of Circular No. A-46, Exhibit F, 'Race and Ethnic Standards for Federal Statistics and Administrative Reporting.' " May 12, 1977. In this report the California Advisory Committee's Affirmative Action Subcommittee uses the State personnel Board's terminology when referring to State personnel Board data. See Appendix A for racial/ethnic definitions used by State government.
4. California State Personnel Board, *Affirmative Action Plan State of California*, February 1977, and *Report to the Governor and Legislature*, January 10, 1978.
5. Telephone interview with Mr. Bert Oliver, deputy director, California State Personnel Board, March 10, 1980.
6. The employment data used in this report are available in the State Personnel Board annual report entitled, *Report to the Governor and the Legislature on the Annual Census of State Employees.*
7. A draft of this report was submitted to the California State Personnel Board for its review and comments. Its comments of January 25, 1980 have been included in this report where appropriate. (Hereafter referred to as *Comments.*)

2. Civil Service Employment

California Population and Labor Force

As the most populated State in the union, California doubled in total population during the 20 year period from 1950 to 1970. During the same period its minority population tripled and quadrupled. In 1900 California's population was 1,485,053; by 1970 the population had risen to 19,953,134; a 1,343.6 percent increase, with the largest increase occurring after 1940.[1] Within the same period, racial/ethnic minorities, exclusive of Hispanics, increased from 82,326 to 2,192,102, a 2,662.7 percent increase.[2] From 1950 to 1970 the Hispanic population grew from 758,400 to 2,145,153, a 282.85 percent increase.[3] (See Appendix B)

In 1970, whites represented 76.3 percent of the State work force, blacks 6.3 percent, Hispanics 13.7 percent, Asians 2.3 percent, Native Americans 0.4 percent, Filipinos 0.7 percent, and women 38.1 percent. California labor force data, based on 1970 U.S. census figures, includes persons 16 years of age and older, except those in the military, in institutions, and those no longer actively seeking employment.[5] The 1970 data used to calculate the State labor force is still used in 1979.

Besides being 10 years old, labor force data has limited statistical value because of the traditional census undercount of minorities. The Commission on Civil Rights noted in 1974:

> There have been numerous allegations that the Nineteenth Decennial (1970) census produced an undercount of persons of Spanish speaking background . . . [while] estimates of the undercount of the Nineteenth Decennial census were determined by the Bureau of the Census for the population as a whole and for the black population, they were not made for persons of Spanish speaking [or Asian] background.[6]

The rate of the minority population increase in California and the growing number of women entering the labor market will probably indicate a significant rise in minorities' and women's participation in the State labor force when the 1980 census data is released.[7]

Minorities and Women in Civil Service Jobs

Utilization of Minorities and Women

One method of evaluating whether minorities and women are underrepresented and underutilized is to compare their percentages in a given work force with

1. U.S. Department of Commerce, Bureau of the Census, *General Population Characteristics*, PC(1)-B6 (October 1971) pp. 6-86.
2. Ibid.
3. California Department of Industrial Relations, Fair Employment Practices Commission, Californians of Spanish Surname, (June 1971), p. 22.
4. California State Personnel Board, *July 1979 Report to the Governor and the Legislature on the Annual Census of State Employees*, p. 5. An update of the Department of Labor data show that in September of 1979 the percentage of women in the work force was 51.3 percent. *Employment in Perspective: Working Women, No. 3, Third Quarter 1979. U.S. Department of Labor, Bureau of Labor Statistics, Report 579.*
5. U.S. Department of labor, Bureau of Labor Statistics, 1977, Report 505, *How the Government Measures Unemployment*, p. 5.
6. The U.S. Commission on Civil Rights, *Counting the Forgotten*, 1974, p. 34.
7. The State Personnel Board notes: "We agree that the census data is outdated and are also concerned about it's questionable accuracy. However, after considerable effort, we have found no updated information which has been supported at a level which would induce us to abandon the 1970 census." *Comments* . . . "Our reports show that the highest percentage of minorities are employed in the subprofessional/technical category." *Comments.* However, the affirmative action subcommittee found that the highest *number* of minorities were in the subprofessional/technical category, but in 1979 they represented only 25.0 percent of that category; as the subcommittee's report indicates, the highest percentage of minorities (52.3 percent) was in the janitorial/custodial category.

State work force percentages. If the percentages are equal, then "parity" is said to be achieved.

As of March 1979 the percentages of women and minorities in State civil service, with the exception of Spanish speaking/surnamed (SS/S), were above parity with State labor force percentages. While the percentage of whites (75.8 percent) in civil service jobs did not reflect their representation in the available work force (76.3 percent), parity for them was less than 1 percent. In contrast, the percentage of SS/S (8.1 percent) in the civil service system was almost 50 percent below their percentage in the State labor force (13.7 percent). Table I shows the numbers and percentages of whites, minorities and women in full time State civil service jobs from 1974 to 1979. Chart I compares State labor force percentages and 1979 civil service labor force percentages of whites, minorities and women.

Representation By Job Category

While Asians, blacks, Filipinos and women were not underrepresented, they were underutilized. Employment statistics for 1979 show that most minorities and women were clustered in low level, low paying jobs. Women occupied clerical positions more than any other job category, and the highest percentage of minorities in any job category occupied jobs as janitors and custodians.[8] Low percentages of women were found in professional and supervisory categories, except supervisory clericals; low percentages of minorities were also found in professional and supervisory categories except supervisory janitors and supervisory clericals. In contrast, white males were concentrated in mid and upper level positions; few white males were found in clerical, janitor/custodian and supervisory janitor/custodian categories.

Percentages of white males in supervisory jobs were greater than their percentages in the corresponding job category. For example, there was a higher percentage of white males in *supervisory* field representative positions than there were in the field representative category. Table II lists numbers and percentages of whites, minorities and women in low level (clerical, janitor/custodian), mid level (field representative, supervisory clerical and supervisory janitor/custodian), and upper level (professional, supervisory professional, and supervisory field representative) job categories. Chart II illustrates the percent of minorities and women in State civil service job categories in 1979.

Representation By Salary

State Personnel Board (SPB) data show that from 1976 to 1979 a high percentage (74.32 percent) of white males within all salary categories occurred in the salary levels of $1,500 to $2,500 per month, while a high percentage (80.03 percent) of women were in the monthly salary ranges of $500 to $900. The $500 to $900 salary range contained the highest percentage (36.64 percent) of minorities of any other salary range in the civil service.

White males and Asians exceeded parity in the salary ranges above $1500 per month. Other minorities and women were below parity in the upper salary ranges, with women as a group having the largest disparity between their percentage in the State civil service (42.3 percent) and their percentage in the upper salary levels (11.0 percent).

While the average monthly salaries of minorities and women increased steadily since 1974, the earnings of white males increased at the same or higher rate. The result was that minorities and women were as far from reaching salary parity with white males in 1979 as they were in 1974. Table III shows percentages of whites, minorities, and women in salary ranges from $500 to $2500 per month for the years 1976 to 1979. Chart III shows average monthly salaries of whites, minorities and women for the period 1974 to 197.

Representation In Departments And Agencies

State Personnel Board data show that, in general, low percentages of minorities and women were found in offices which are regulatory in nature, such as the highway patrol, justice department, water resources and forestry. High concentrations of minorities and women occurred in service/administrative offices such as the personnel board, education, corrections and general services. Table IV shows the distribution of whites, minorities and women in 11 State offices[9] from 1977 to 1979; Chart IV illustrates their representation in these departments for 1979.

8. The job categories analyzed by the Advisory Committee were randomly selected to represent low, mid and high level salary positions. Titles for job categories in SPB reports were taken from the Dictionary of Occupational Titles compiled by the U.S. Department of Labor. Telephone interview with Mr. Tom Murphy, State Personnel Board, November 20, 1979.

9. The offices were selected to represent a cross-section based on size and function.

Hires, Separations And Promotions

Hires for the six year period of this study increased 57 percent, from 9,202 in 1974 to 14,439 in 1979. Although white males were not hired in percentags equivalent to their labor force representation since 1976, they comprised the majority of new hires. Minorities and women, with the exception of Hispanics, were hired in greater percentages than their State work force representation. During this same time period, however, Hispanics were underrepresented in hiring. For example, in 1979 Hispanics represented 13.7 percent of the State work force, yet their hires were 11.7 percent of all civil service hires for that year. Table V and Chart V show new hires to labor force representation of these groups.

The State Personnel Board data showed that for minorities and women, separations[10] were the same or larger than the number of new hires for each group. Although most minorities were hired in greater percentages than their work force representations, the net gain in hires was small after separations were taken into account. For Native Americans and women, there were net losses in 1979.

Comparison of hires and separations of Hispanics is of particular note because they were the most underrepresented throughout the State civil service. In 1979, 1,687 SS/S were hired, but 1,376 were separated, a net gain of 311. For Hispanics to reach parity, hiring rates must be significantly higher than their labor force representation. Table VI compares new hires to separations from 1974 to 1979 for whites, minorities and women; Chart VI compares hires and separations for April 1978 through March 1979.

Promotions of white male employees had decreased from 1974 to 1979, while promotions of minorities had increased. However, the minority promotion rate (27.7 percent) was only 4 percent above their State labor force representation of 23.7 percent. With the exception of Hispanics,[11] all other minorities and women had a promotion rate above parity, but the promotion rate increase was not significant enough for parity to be achieved in the near future.[12] Table VII and Chart VII show total promotions of whites, minorities, and women from 1974 to 1979.

Hiring and promoting at parity or slightly above merely maintains the status quo. To achieve parity, a large increase in both processes is needed. If the status quo is maintained, parity in State civil service will take many years to achieve,as chart VIII indicates.

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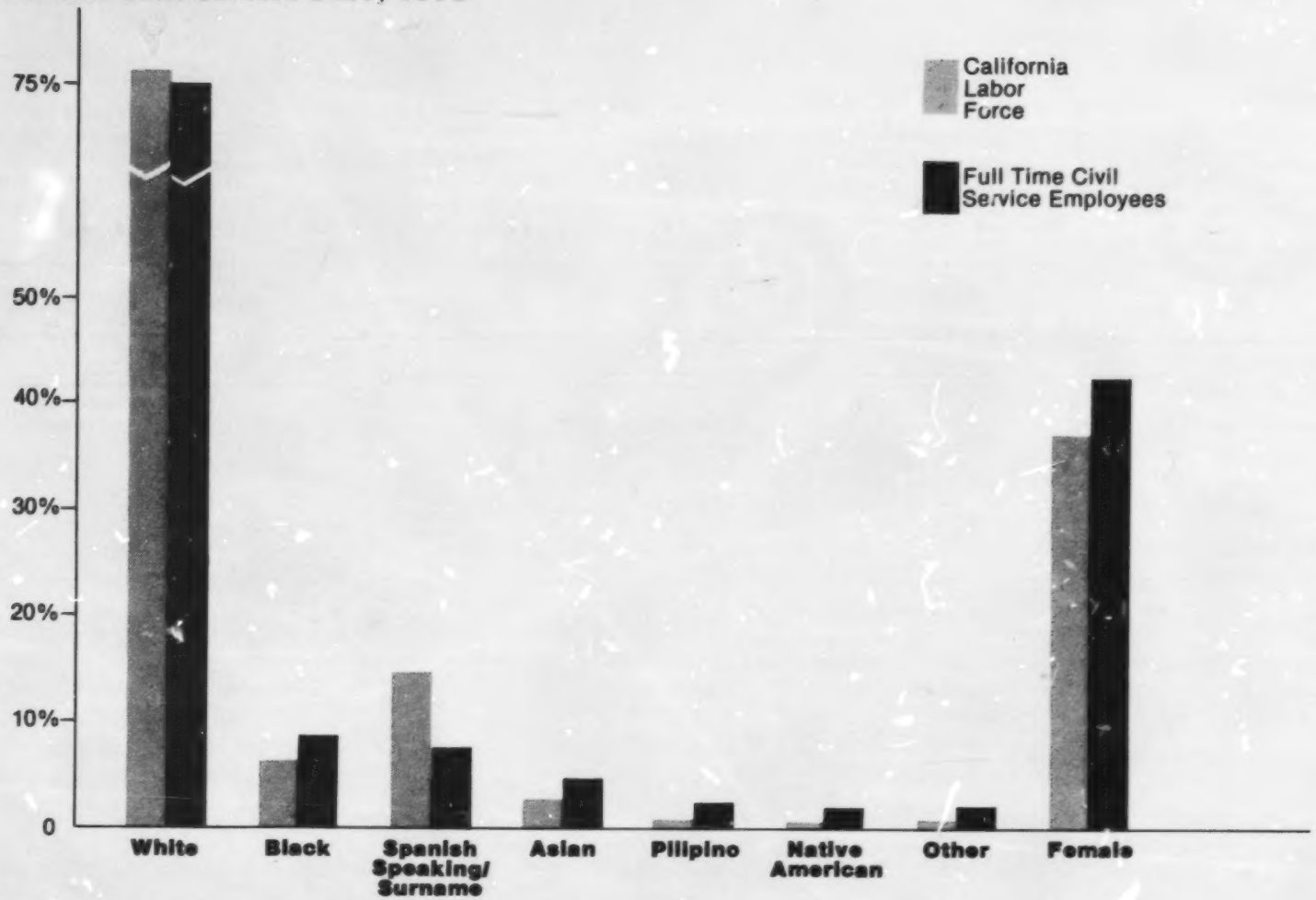
10. Separations from civil service include death, resignations, and firings. Telephone interview with Mr. Tom Murphy, SPB, Nov. 20, 1979.

11. The SPB notes: "As with minorities in general, the increase in promotions of Spanish speaking/surnamed (SS/S) employees have not been adequately addressed in the report. The 10.5 percent promotions of SS/S represents a 94 percent increase in the promotions of the group since 1974 and is 2.4 percent above their representation in the State's work force." *Comments.* The affirmative action subcommittee finds that in 1974 5.4 percent of the promotions in the California State Civil Service were SS/S, this was 8.3 percent below the State work force representation of 13.7 percent. In 1979 10.5 percent of the promotions were SS/S, still 3.2 percent below the State work force representation but 2.4 percent above the State civil service totals (not "State work force") for SS/S. The percentage of SS/S working for the State of California (8.1 percent) in 1979, was still 5.6 percent below the 13.7 percent in the State work force in 1970.

12. "[The California State Personnel Board] disagrees with the analysis of promotions in the report. We agree with the percentage increase (9.6) in minority promotions for the period shown; however, minority promotions in 1979 were 3.5 percent higher above labor force parity, and represented a 50 percent increase over the period. Although much needs to be done, we think such progress could hardly be construed as minimal." *Comments.* The affirmative action subcommittee finds that the 50 percent increase referred to in *Comments* is an increase from 18.1 percent minority promotions in 1974 to 27.7 percent minority promotions in 1979. The 1979 figure is only 4.0 percent above the State labor force figure for minorities and as such would require many years before parity would be achieved.

CHART I

Whites, Minorities, and Females in California Labor Force and Civil Service Jobs, 1979



Source: California State Personnel Board July 1979 Report to the Governor and the Legislature on the Annual Census of State Employees

TABLE I

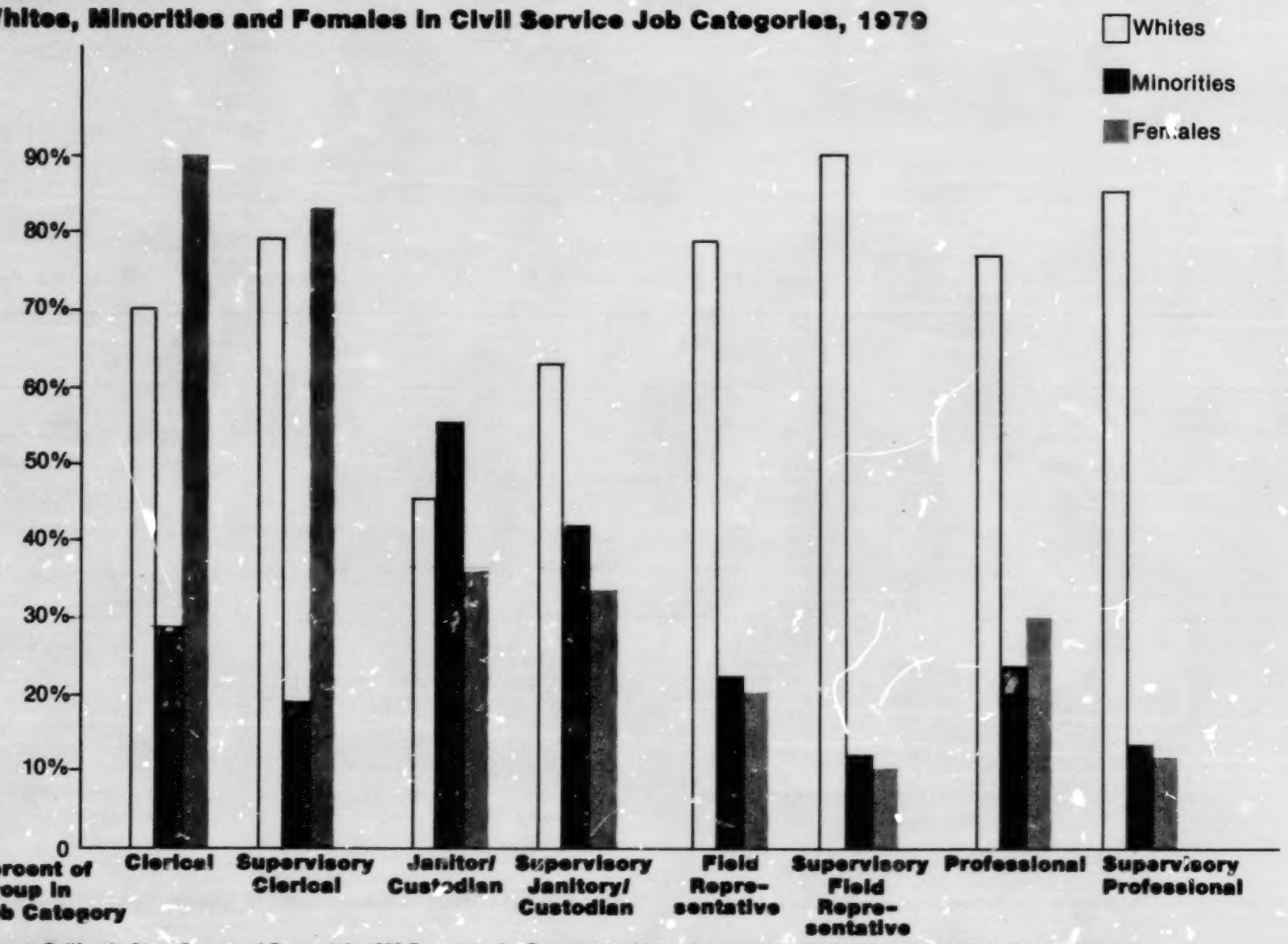
Racial/Ethnic and Female Distribution in Civil Service Jobs, 1974 to 1979

	Total	White	Black	Spanish Speaking/ Surname	Asian	Filipino	Native American	Other	Female
1979	115,052 100%	87,246 75.8	9,941 8.6	9,325 8.1	5,342 4.6	1,543 1.3	524 0.5	1,131 1.0	48,672 42.3
1978	115,216 100%	89,031 77.3	9,434 8.2	8,665 7.5	5,161 4.5	1,379 1,019	489 304	1,057 0.9	48,130 41.8
1977	109,486 100%	86,848 79.3	8,448 7.7	7,214 6.6	4,757 4.3	1.2 0.9	0.4 0.3	896 0.8	44,457 40.60
1976	107,516 100%	87,118 81.0	7,908 7.4	6,257 5.8	4,473 4.2	824 0.8	195 0.2	741 0.7	42,383 39.42
1975	109,827 100%	90,162 82.1	7,784 7.1	5,959 5.4	4,340 4.0	749 0.7	170 0.2	663 0.6	42.449 38.7
1974	106,063 100%	87,650 82.6	7,391 7.0	5,477 5.2	4,206 4.0	617 0.6	164 0.2	558 0.5	40,023 37.7
Labor Force	100%	76.3	6.3	13.7	2.3	0.7	0.4	0.3	38.1
Representation in California Computed from the 1970 U.S. Census	14,042,717	10,714,593	844,691	1,923,582	322,982	98,299	56,171	42,126	5,350,275

SOURCE: California State Personnel Board Report to the governor and the legislature on the annual census of state employees, 1974 through 1979.

CHART II

Whites, Minorities and Females in Civil Service Job Categories, 1979



Source: California State Personnel Board July 1979 Report to the Governor and Legislature on the Annual Census of State Employees.

TABLE II

Racial/Ethnic and Female Distribution in Civil Service Job Categories 1976 to 1979

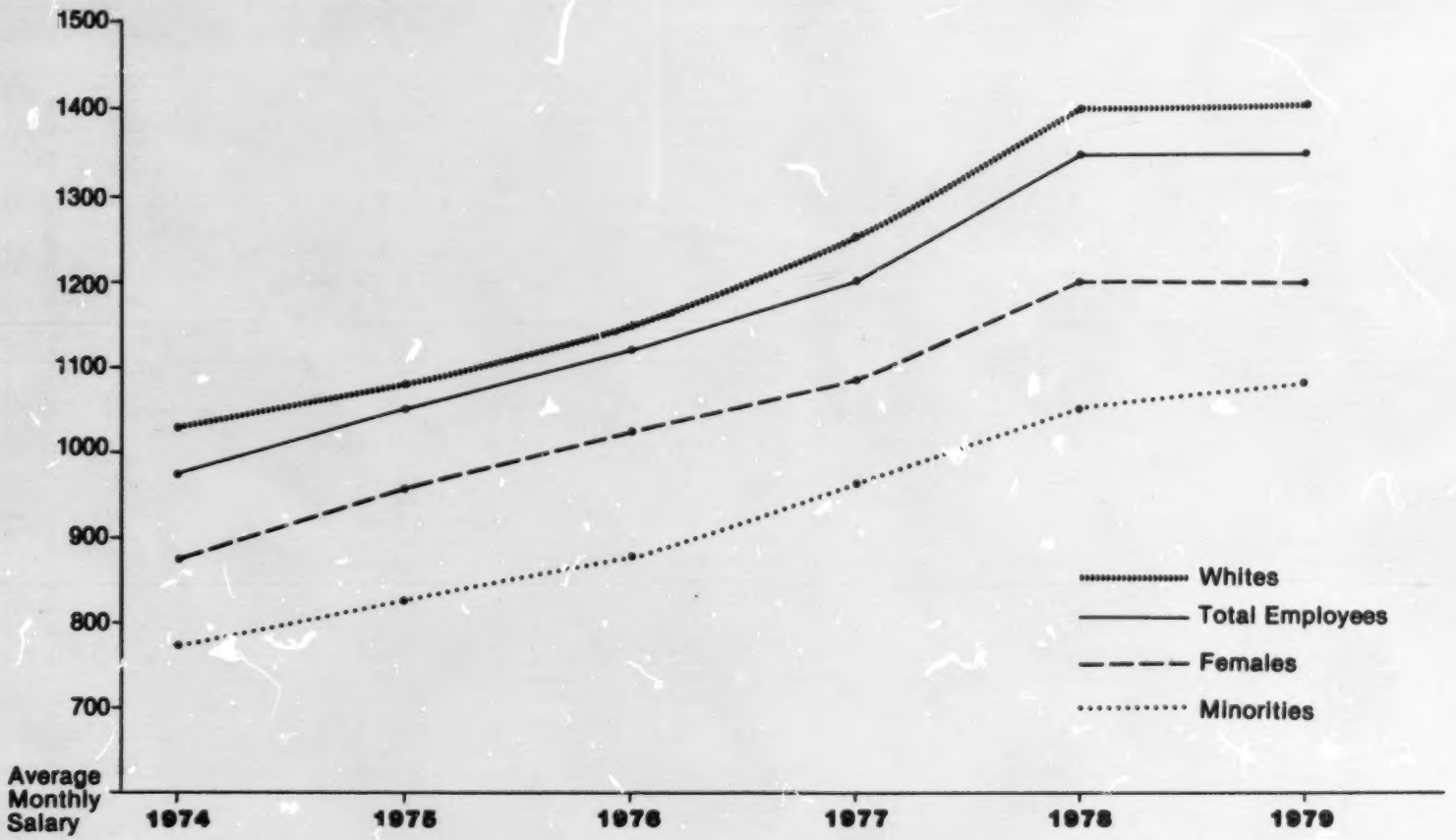
Job Category	Total	White		Black		Spanish Speaking/ Surname		Asian		Filipino		Native American		Other		Female	
Clerical	21,158	70.0	72.1	9.7	8.9	9.5	8.6	6.6	6.4	2.7	2.5	0.4	0.3	1.1	1.0	89.9	89.6
		76.4	73.8	7.9	8.6	6.2	7.6	6.3	6.5	2.0	2.2	0.2	0.2	0.9	1.0	88.6	88.5
Janitor/ Custodian	3,617	47.7	48.1	31.4	32.3	15.8	15.0	1.2	1.2	0.4	2.4	2.7	0.4	0.8	0.9	37.9	37.1
		52.4	50.3	32.3	32.1	11.7	13.6	1.3	1.2	1.7	2.0	0.1	0.3	0.4	0.6	34.3	33.5
Field Representative	2,465	77.4	80.7	6.9	6.1	9.2	7.4	3.9	3.4	1.4	1.1	0.2	0.2	1.1	1.2	21.3	17.7
		86.7	83.7	4.2	5.2	4.4	6.0	2.9	3.1	0.7	0.9	0.0	0.0	1.0	1.1	12.8	14.4
Supervising Clerical	5,721	79.9	81.4	5.6	5.2	4.9	4.3	7.2	7.2	1.3	1.0	0.4	0.3	0.7	0.6	83.3	83.4
		83.8	82.8	4.8	4.8	3.9	4.4	6.5	6.4	0.6	0.7	0.1	0.2	0.4	0.6	87.5	87.9
Supervising Janitor/ Custodian	1,110	62.5	66.8	25.4	22.7	8.5	7.4	1.0	1.1	0.2	1.2	1.8	0.2	0.6	0.6	33.8	34.1
		70.5	68.5	21.0	22.4	5.7	6.4	1.2	1.0	0.8	1.1	0.2	0.1	0.7	0.6	31.9	32.6
Professional	17,124	76.6	77.7	6.5	6.5	6.0	5.7	6.9	6.6	1.9	1.6	0.4	0.3	1.7	1.6	32.8	31.9
		79.2	76.9	7.1	7.5	5.9	6.7	5.6	6.0	0.8	1.2	0.2	0.2	1.2	1.4	30.8	32.5
Supervising Field Representative	2,188	89.3	90.1	3.4	3.0	3.4	3.3	2.7	2.5	0.3	0.2	0.2	0.2	0.7	0.6	9.7	8.8
		92.0	91.3	2.6	2.9	2.6	2.6	2.3	2.4	0.0	0.1	0.1	0.1	0.3	0.5	6.3	7.9
Supervising Professional	8,808	84.9	86.1	2.5	2.3	2.7	2.3	7.5	7.3	0.8	0.6	0.2	0.2	1.5	1.2	13.2	12.3
		87.4	85.8	3.1	3.5	2.8	3.4	5.7	6.0	0.3	0.3	0.1	0.2	0.6	0.8	15.4	16.8

Source: California State Personnel Board Report to the Governor and the Legislature on the Annual Census of State Employees, 1976 to 1979.

Each box contains 4 figures, the upper left hand figure is the percentage for 1979, the upper right hand figure is 1978, the lower right hand figure is 1977 and the lower left hand figure is 1976.

CHART III

Average Monthly Salaries of Whites, Minorities, and Females in Civil Service Jobs, 1974-1979



Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees

TABLE III

Racial/Ethnic and Female Distribution in Civil Service Salary Ranges, 1976 to 1979

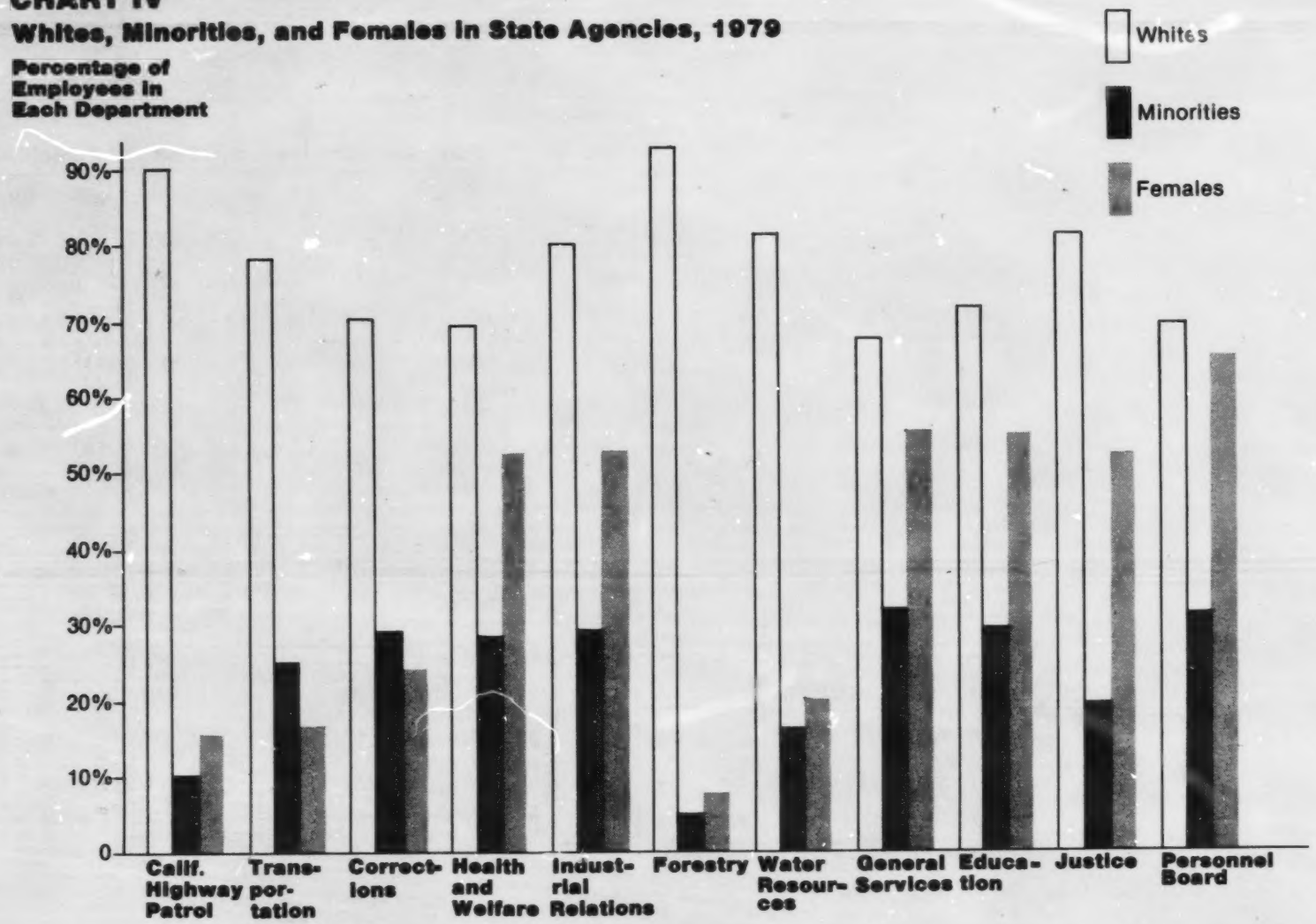
Salary Range Per Month	White		Black		Spanish Speaking/ Surname		Asian		Filipino		Native Americans		Other		Female	
$500 — 699	55.5	56.3	19.0	15.3	17.4	20.3	2.7	2.8	2.3	1.9	1.4	1.9	1.7	1.5	67.0	67.4
	71.5	58.4	12.4	15.9	9.3	17.4	3.5	4.2	2.0	2.3	0.2	0.7	1.1	1.1	78.3	74.7
$700 — 899	63.9	66.8	14.5	13.5	11.9	10.4	5.1	5.0	2.9	2.7	0.5	0.4	1.1	1.1	81.0	81.9
	74.2	71.9	10.8	11.7	6.8	8.0	5.7	5.2	1.5	2.0	0.2	0.2	0.8	1.0	79.3	82.9
$900 — 1099	74.2	74.7	9.5	9.3	8.6	8.5	4.8	5.0	1.4	1.3	0.5	0.5	0.9	0.7	70.0	68.3
	79.8	76.5	8.4	9.1	7.2	7.7	3.3	4.5	0.5	0.9	0.2	0.3	0.6	0.8	43.4	57.9
$1100 — 1299	73.5	75.7	9.6	9.0	10.1	9.0	4.3	4.0	1.1	1.1	0.6	0.5	0.9	0.8	40.4	39.1
	80.8	77.2	7.3	8.4	6.9	8.8	3.4	3.5	0.6	0.8	0.2	0.3	0.8	0.9	22.8	24.7
$1300 — 1499	76.7	78.0	7.9	7.8	8.4	7.9	4.1	3.9	1.5	1.1	0.5	0.4	1.0	1.0	26.8	24.2
	87.6	85.5	3.6	5.0	3.5	5.0	4.2	3.3	0.3	0.4	0.2	0.2	0.6	0.7	11.6	18.2
$1500 — 1699	83.1	85.4	4.9	4.2	5.6	4.7	4.5	4.2	0.6	0.4	0.4	0.3	0.9	0.8	13.9	12.5
	89.1	85.5	3.2	3.8	2.5	3.6	4.3	5.4	0.2	0.4	0.1	0.4	0.6	0.9	12.3	12.0
$1700 — 1899	84.2	85.4	4.8	4.4	4.0	3.6	5.3	4.8	0.4	0.4	0.3	0.4	1.0	1.0	17.2	15.5
	87.1	87.0	3.4	3.4	2.8	2.7	5.7	5.8	0.19	0.19	0.11	0.20	0.71	0.62	8.1	10.3
$1900 — 2099	84.0	84.9	4.2	3.8	3.8	3.5	6.5	6.6	0.3	0.2	0.3	0.3	0.9	0.7	9.6	8.8
	91.5	89.0	2.7	3.6	1.7	3.1	3.5	3.3	0.11	0.13	0.04	0.17	0.4	0.67	6.4	9.8
$2100 — 2299	88.0	89.4	3.4	3.2	3.2	2.7	3.9	3.7	0.1	0.1	0.3	0.2	1.0	0.7	9.4	8.6
	90.3	90.1	3.2	2.8	3.3	2.0	2.7	4.0	0.09	0.13	0.26	0.13	0.09	0.73	7.5	6.8
$2300 — 2499	86.0	87.3	4.5	4.5	4.8	4.3	3.2	2.6	0.1	0.1	0.3	0.3	1.1	0.9	11.2	10.1
	93.6	90.8	2.5	3.4	2.2	3.0	1.6	2.2	0.0	0.0	0.0	0.21	0.12	0.21	4.5	6.8
$2500 and Above	88.8	90.7	3.3	3.3	2.4	2.0	3.2	2.2	0.8	0.5	0.1	0.1	1.5	1.2	7.1	6.5
	93.7	91.8	2.4	2.9	1.3	1.7	1.6	2.0	0.43	0.53	0.06	0.0	0.6	1.1	5.9	6.3
Labor Force Representation	76.3		6.3		13.7		2.3		0.7		0.4		0.3		38.1	

Each box has 4 figures, the upper left hand figure is the percentage of those in the salary range who are members of that group in 1979, the upper right hand figure is 1978, the lower right hand figure is 1977 and the lower left hand figure is 1976.

Source: California State Personnel Board report to the governor and the legislature on the annual census of state employees, 1976 to 1979

CHART IV

Whites, Minorities, and Females in State Agencies, 1979



Source: California State Personnel Board, Report to the Governor and the Legislature on the Annual Census of State Employees

TABLE IV

Racial/Ethnic and Female Distribution in State Agencies, 1977 to 1979

Agency	Total Employees	White		Black		Spanish Speaking/ Surname		Asian		Filipino		Native American		Other		Female	
California Highway Patrol	6,621	5978	90.3	218	3.3	308	4.7	73	1.1	10	0.2	10	0.2	24	0.4	986	14.9
		91.5	90.9	3.0	3.3	3.9	4.3	1.0	1.0	0.1	0.1	0.2	0.1	0.4	0.4		15.0
Transportation	13,886	1075	77.4	806	5.8	991	7.1	936	6.7	149	1.1	133	1.0	121	0.9	2120	15.3
		81.1	79.0	5.4	5.7	5.6	6.5	6.2	6.5	0.6	0.8	0.6	0.9	0.5	0.7		14.8
Corrections	7,886	5651	71.7	1038	13.2	948	12.0	103	1.3	57	0.7	34	0.4	55	0.7	1811	23.0
		75.4	73.7	11.4	12.1	10.4	11.2	1.2	1.2	0.6	0.8	0.4	0.4	0.6	0.6		22.2
Health and Welfare	42,315	34494	71.4	5733	11.9	4945	10.2	1743	3.6	714	1.5	201	0.4	485	1.0	2543	52.6
		75.2	72.8	10.8	11.3	8.6	9.7	3.3	3.5	0.9	1.3	0.2	0.4	1.0	1.0		52.3
Industrial Relations	2,181	1547	70.9	209	9.6	177	8.1	122	5.6	86	3.9	6	0.3	34	1.6	1151	52.8
		76.2	73.5	8.0	9.0	5.3	6.8	5.5	5.4	3.4	3.6	0.2	0.2	1.3	1.4		52.5
Forestry	3,341	3138	93.9	24	0.7	115	3.4	28	0.8	4	0.1	17	0.5	15	0.5	289	8.6
		94.7	93.8	0.5	0.6	3.1	3.4	0.6	0.9	0.1	0.1	0.6	0.6	0.4	0.6		8.3
Water Resources	2,250	1844	82.0	66	2.9	124	5.5	139	6.2	17	0.8	29	1.3	31	1.4	458	20.4
		84.5	82.7	2.2	2.9	4.4	4.9	5.9	5.9	0.7	0.9	1.1	1.3	1.1	1.5		20.1
General Services	3,719	2507	67.4	601	16.2	314	8.4	166	4.5	58	1.6	26	0.7	47	1.3	904	24.3
		72.7	69.6	14.8	15.5	6.4	7.8	4.2	4.2	1.0	1.3	0.2	0.6	0.7	1.1		23.7

Each box contains 4 figures, the upper left hand figure is the number of that group in that agency as of March 31, 1979. The upper right hand corner contains the percentage of that group in that agency as of March 31, 1979. The figure in the lower right hand corner is the percentage of that group in that agency as of March 31, 1978. The lower left hand figure is the percentage of that group in that agency as of March 31, 1977.

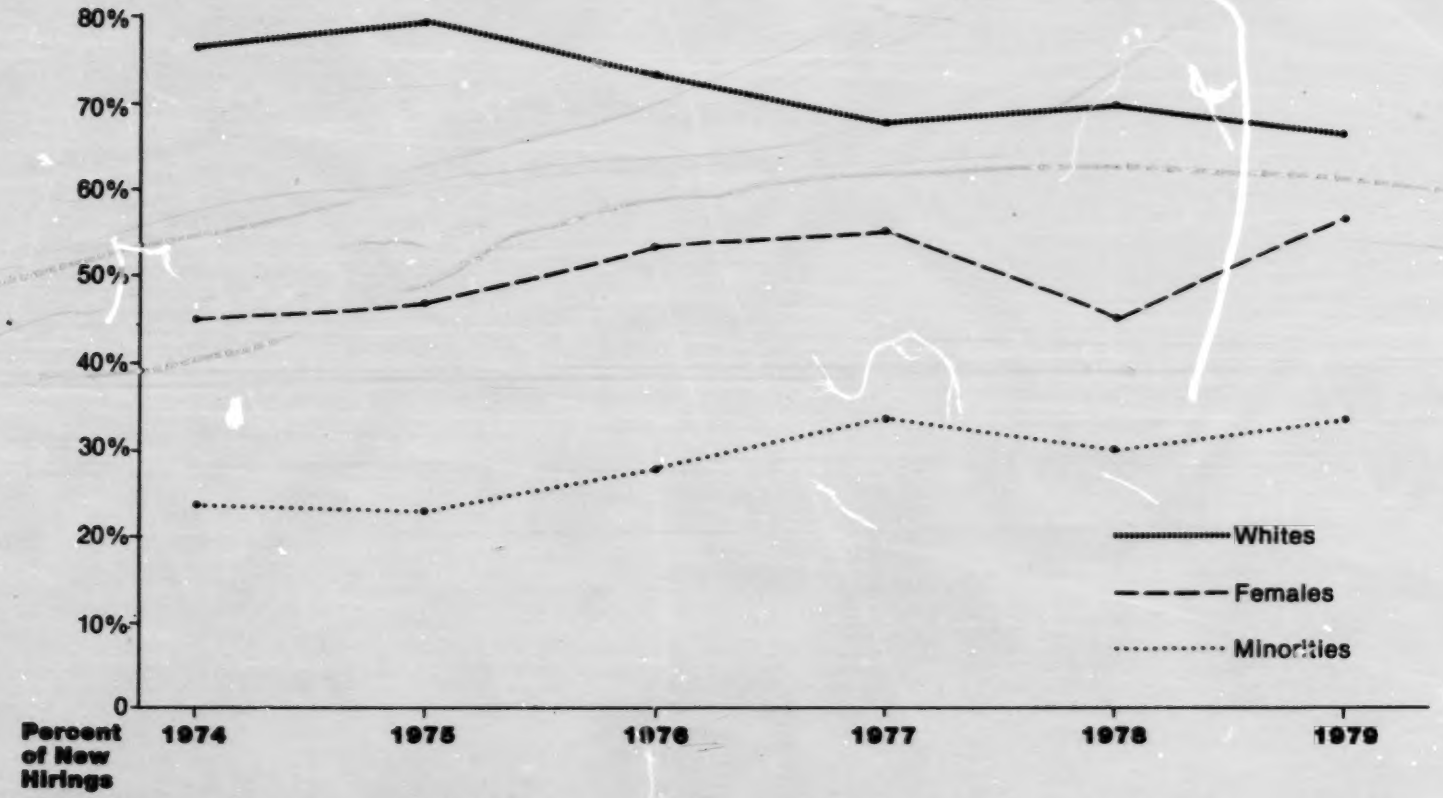
TABLE IV (PAGE 2)

Agency	Total Employees	White		Black		Spanish Speaking/ Surname		Asian		Filipino		Native American		Other		Female	
Education	2123	1493	70.3	303	14.3	175	8.2	102	4.8	23	1.1	7	0.3	20	0.9	11[illegible]	56.1
		72.4	72.0	14.5	14.4	6.6	7.2	4.4	4.2	1.1	1.2	0.2	0.2	0.7	0.8		56.0
Justice	2866	2312	80.7	144	5.0	135	4.7	196	6.8	54	1.9	2	0.1	23	0.8	1501	52.4
		75.4	72.7	8.3	8.6	10.6	12.7	4.3	4.3	0.2	1.0	0.4	0.5	0.9	0.2		68.3
Personnel Board	543	81.9	82.0	4.8	4.5	4.4	4.4	6.6	6.6	1.4	1.7	0.0	0.1	0.8	0.8		53.0
		377	69.4	62	11.4	72	13.3	24	4.4	4	0.7	2	0.7	2	0.4	364	67.0
Full Time State Civil Service Work Force	115,052	75.8		8.6		8.1		4.6		1.3		0.5		1.0		42.3	
Labor Force Representation	100	76.3		6.3		13.7		2.3		0.7		0.4		0.3		38.1	

Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees, 1977 through 1979

CHART V

New Hirings of Whites, Minorities and Females, 1974 to 1979



Source: California State Personnel Board Report to the Governor and the Legislature on the Annual Census of State Employees 1974 through 1979.

TABLE V

Racial/Ethnic and Female Distribution in New Hires, 1974 to 1979

	Total	White	Black	Spanish Speaking/ Surname	Asian	Filipino	Native American	Other	Female
1979	14439	9532	2025	1687	519	353	109	214	8375
		66.0	14.0	11.7	3.6	2.4	0.8	1.5	58.0
1978	15005	10413	1492	1775	451	358	141	245	6617
		69.4	9.9	11.8	3.9	2.4	0.9	2.7	44.1
1977	8530	5705	963	1085	383	220	55	119	4685
		66.9	11.3	12.7	4.5	2.6	0.6	1.4	54.9
1976	9227	6661	986	941	347	126	29	137	4921
		72.2	10.7	10.2	3.8	1.4	0.3	1.5	53.3
1975	15649	12268	1426	1164	407	172	Not	190	7337
		78.4	9.1	7.4	2.6	1.1	Available	1.2	46.9
1974	9202	6349	837	664	179	66	Not	115	3653
		77.0	10.1	8.0	2.2	0.7	Available	1.5	44.4
Labor Force Representation	100	76.3	6.3	13.7	2.3	0.7	0.4	0.3	38.1

Within each horizontal column, the top line represents the number of new hires for that year of that group. The lower line represents the percentage of new hires for that group

Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees

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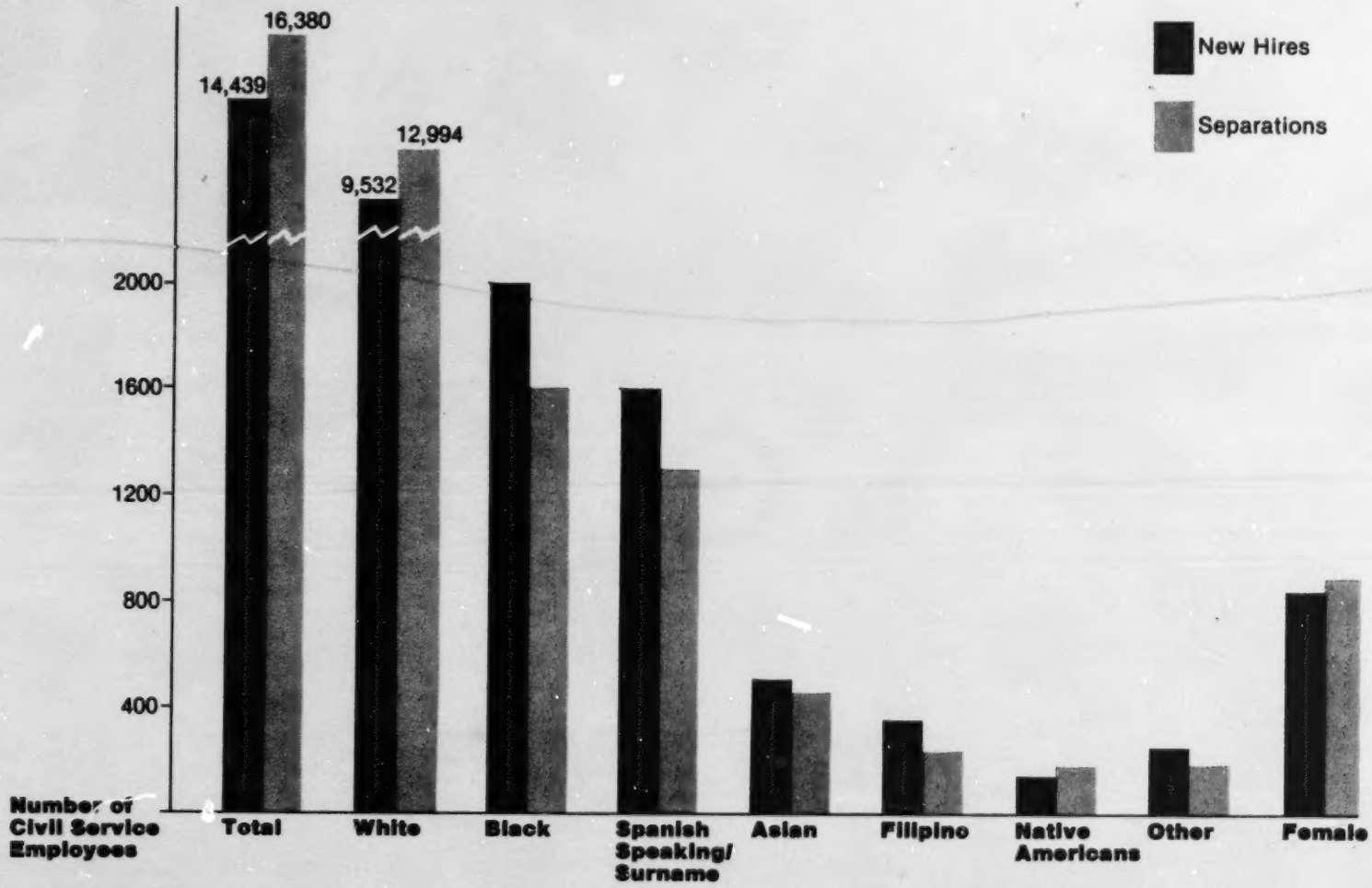
CHART VI

New Hirings and Separations of Whites, Minorities and Females, 1979



Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees 1974 through 1979.

TABLE VI

Racial/Ethnic and Female Distribution in New Hires and Separations, 1974 to 1979

	Total	White	Black	Spanish Speaking/ Surname	Asian	Filipino	Native American	Other	Female
1979	14,439 -1941 16,380	9532 -2762 12294	2025 + 340 1685	1687 + 311 1376	519 + 31 488	353 + 114 239	109 -8 117	214 + 32 182	8375 -224 8599
1978	15,005 -2244 17,249	10413 -2890 13303	1492 + 60 1432	1775 + 280 1490	451 -19 470	358 + 166 192	141 + 30 111	245 -6 251	6617 -1421 8038
1977	8,530 -3455 11,985	5705 -4054 9759	963 + 119 844	1085 + 251 834	383 + 96 287	220 + 124 96	55 -4 59	119 + 13 106	4685 + 727 3958
1976	9,227 -4057 13,284	6661 -4514 11175	986 + 110 876	941 + 244 697	347 + 56 291	126 + 41 85	29 -12 41	137 + 18 119	4921 -540 5461
1975	15,649 + 6447 9202	12268 + 4685 7583	1426 + 629 797	1167 + 671 496	407 + 235 172	172 + 106 66	Not Available	198 + 110 88	7337 + 2952 4385
1974	8244 + 3404 4840	6349 + 2269 4080	837 + 418 419	664 + 424 240	179 + 78 101	66 + 21 45	Not Available	115 + 80 35	3653 + 1465 2188

Within each yearly horizontal column, the top line of figures represents the number of new hires for that year. The lower line of figures represents the number of separations for that year. The positive or negative figure in the center is the net increase or decrease of that group for that year.

Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees for 1974 to 1979

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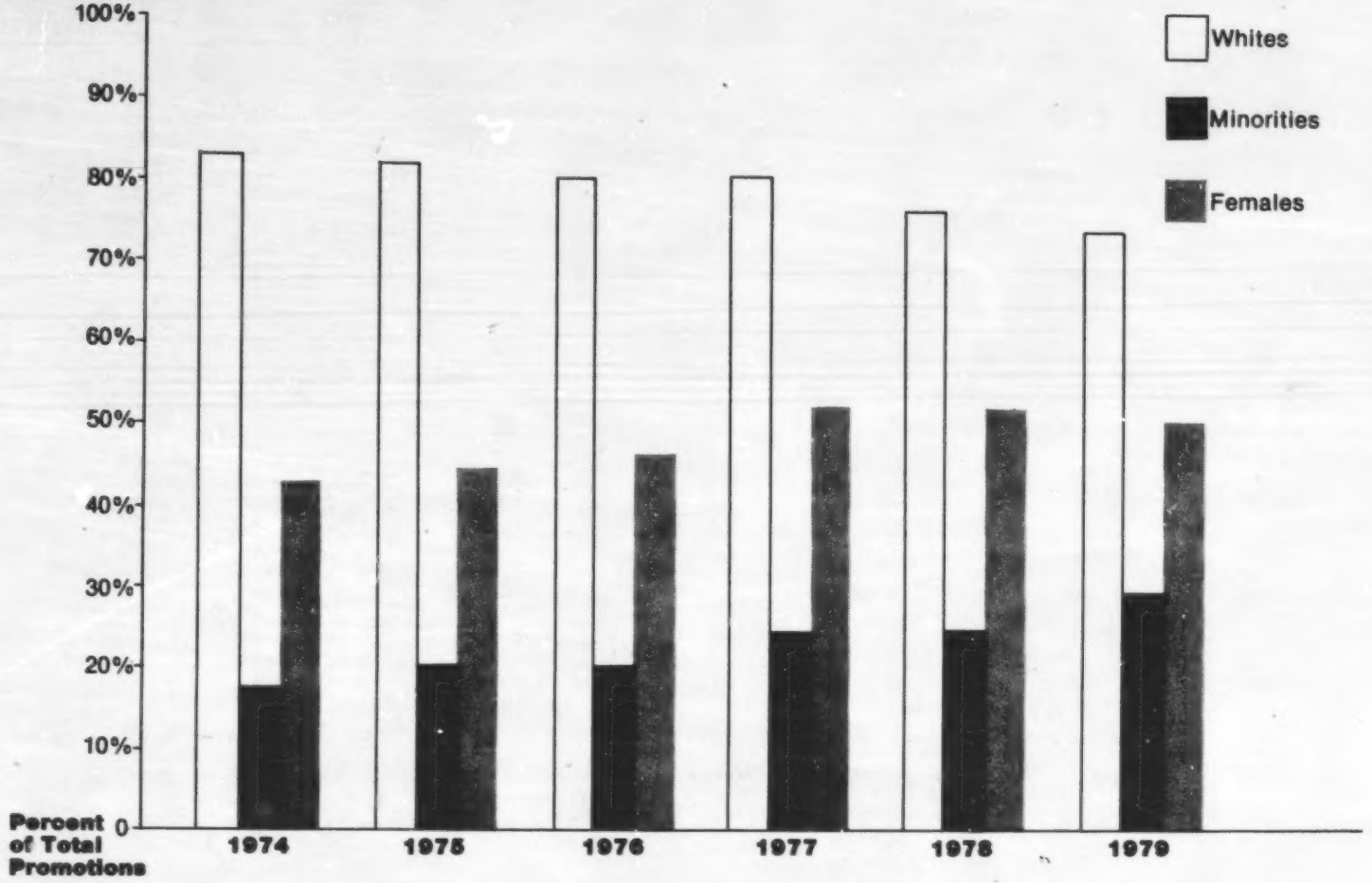
CHART VII

Civil Service Promotions of Whites, Minorities, and Females, 1974 to 1979



Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees, 1974 through 1979

TABLE VII

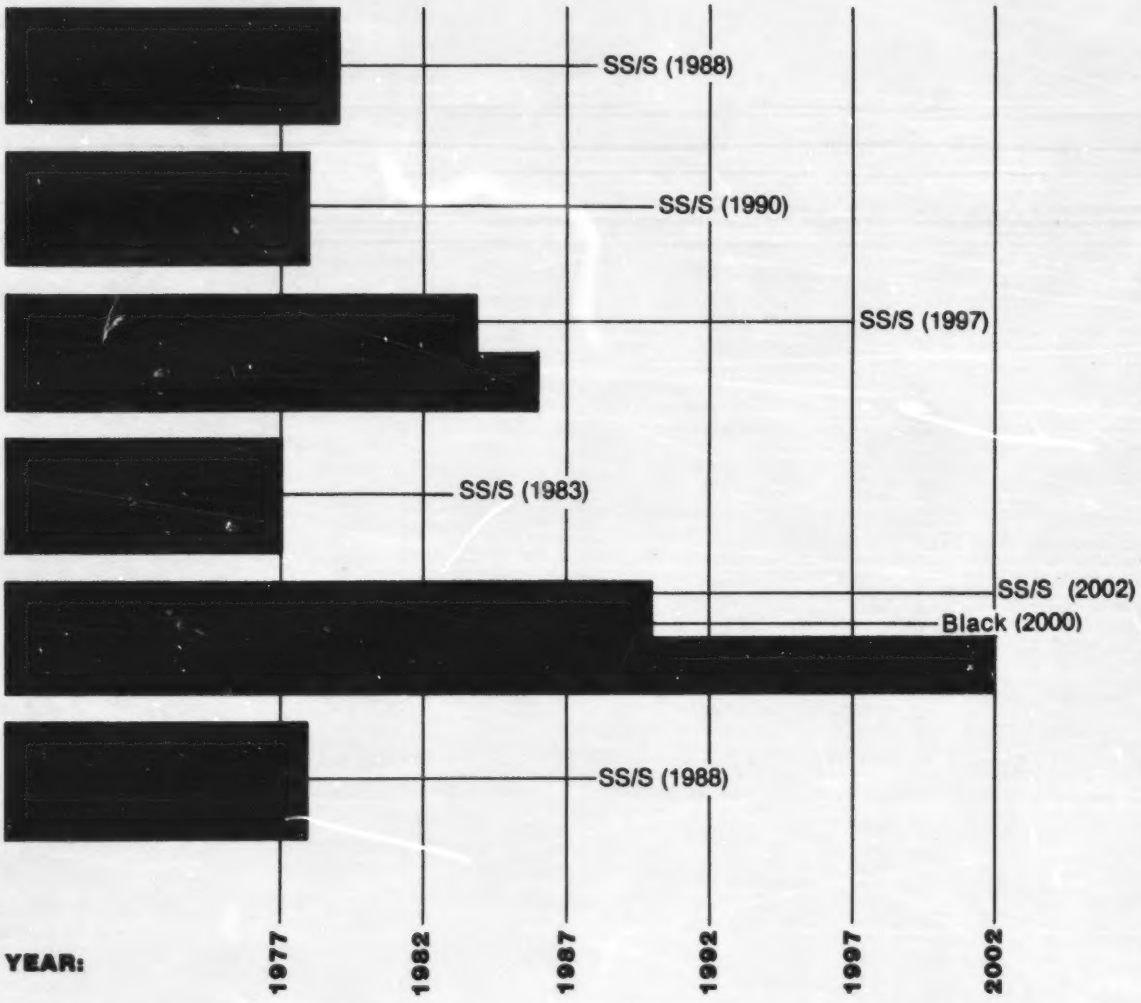
Racial/Ethnic & Female Distribution in Civil Service Promotions, 1974 to 1979

	Total Promotions	White	Black	Spanish Speaking/ Surname	Asian	Filipino	Native Americans	Other	Female	Total Minority
1979	12104	72.3	8.5	10.5	5.5	1.5	0.6	1.8	48.0	27.7
1978	12103	75.3	8.0	8.7	5.2	1.3	0.5	1.5	50.6	24.7
1977	11286	76.6	7.7	7.9	5.3	0.9	0.3	1.5	51.47	23.4
1976	9347	80.0	7.8	5.7	4.7	0.8	0.2	0.8	46.40	20.0
1975	10974	81.5	6.4	6.1	4.3	0.8	Not Available	1.0	44.3	18.5
1974	4985	81.9	6.5	5.4	4.6	0.7	Not Available	0.9	42.2	18.1
Labor Force Representation	100	76.3	6.3	13.7	2.3	0.7	0.4	0.4	38.1	23.7

Source: California State Personnel Board Report to the Governor and Legislature on the Annual Census of State Employees 1974 through 1979

CHART VIII

Parity Date Projections for Minorities and Women*



*Straight-line projections are based on average net change from 4/1/75 to 3/31/77.

Indicates projected parity dates for all minorities and women.

Indicates projected parity dates for groups who remain under-represented when total minority and women s parity is achieved.

Prepared by: STATE PERSONNEL BOARD, July 1977

3. Conclusion and Recommendations

The California Advisory Committee's affirmative action subcommittee analyzed State Personnel Board data on civil service employment for the years 1974 through 1979. Despite California's statutory Affirmative Action Plan and the State Personnel Boards claim of progress, this analysis indicates that since the mid-1970's minorities and women have made minimal progress in attaining parity with white male employees.

1. Employment data on race/ethnicity and sex of California State civil service employees show that minorities and women are concentrated in low job and low income categories, while white male employees predominate in high income and high level job categories.
2. Hispanics are 50 percent below parity based on the 1970 census.
3. Because work force figures are 10 years old attainment of parity in 1979 probably is not achieved for all groups.
4. Minorities and women in State civil service, with the exception of Hispanics, meet or exceed parity with State work force percentages based on the 1970 census.
5. The high rate of separation for minorities and women negates any progress from increasing rates of hire. While some departments have made significant progress, others have made none.Existing apparatus to achieve equal employment opportunity have not produced results.

On the basis of the foregoing findings, the California Advisory Committee recommends:

1. That the Governor of the State of California establish an affirmative action task force to study the practices of those agencies which have demonstrated progress in hiring minorities and women. These practices may provide guidelines for other agencies where progress has been minimal.
2. In the interim where minimal progress has been made and good faith efforts to achieve established goals is unproven, hiring and promoting authority should be revoked. All hiring and promoting for these agencies would have to be controlled by the State Personnel Board.
3. That the Governor of the State of California establish a little Hoover Commission to analyze the feasibility of separating the affirmative action function from the State Personnel Board.

APPENDIX A

State Population Increases: 1950-1960, 1960-1970

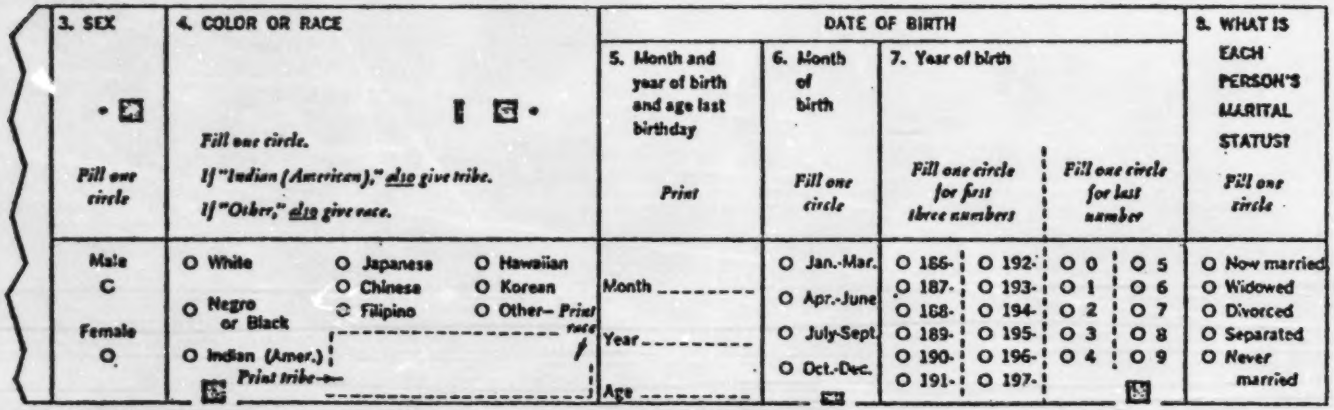
	Percent increase in population	
Total population	48.5	27.0
Total white	45.8	22.9
Spanish surname	88.1	50.4
Total nonwhite	88.1	74.7
Black	91.2	58.4
American Indian	95.6	133.3
Japanese	85.2	35.6
Chinese	63.9	78.0
Filipino	61.9	112.1

Source: California Department of Industrial Relations, Fair Employment Practices Commission, *Californians of Spanish Surname* (June 1971), p. 5.

APPENDIX B

Racial and Ethnic Category Definitions

The racial and ethnic categories used in the annual reports prepared by the State Personnel Board were taken from the 1970 census questionnaire. All persons were asked to classify themselves in one of nine categories, which appeared under question No. 4 on the 1970 census questionnaire as follows: White; Negro or Black; Indian (American); Japanese; Chinese; Filipino; Hawaiian; Korean; Other—print race. (See below.)



3. SEX	4. COLOR OR RACE	DATE OF BIRTH				8. WHAT IS EACH PERSON'S MARITAL STATUS?
		5. Month and year of birth and age last birthday	6. Month of birth	7. Year of birth		
Fill one circle.	Fill one circle. If "Indian (American)," also give tribe. If "Other," also give race.	Print	Fill one circle	Fill one circle for first three numbers	Fill one circle for last number	Fill one circle
Male Female	White Negro or Black Indian (Amer.) Print tribe Japanese Chinese Filipino Hawaiian Korean Other—Print race	Month Year Age	Jan.-Mar. Apr.-June July-Sept. Oct.-Dec.	185- 186- 187- 188- 189- 190- 191- 192- 193- 194- 195- 196- 197-	0 1 2 3 4 5 6 7 8 9	Now married Widowed Divorced Separated Never married

Note: On the questionnaires used in Alaska, the categories "Aleut" and "Eskimo were substituted for "Hawaiian" and "Korean" in question 4.

The definition for Spanish Speaking/Surnamed (SS/S) was developed by the U.S. Bureau of the Census and was based on one or more of the following three criteria:

— Persons with a Spanish surname.
— Persons whose mother tongue was Spanish.
— Persons whose origin was Spanish, i.e. Mexican, Puerto

Rican, Cuban, Central or South American or other Spanish origin.

Spanish Surnamed persons were identified by a list of over 8,000 surnames originally compiled by the U.S. Bureau of the Census.

TABLE C-1

Racial/Ethnic and Female Distribution of California Governors Appointments as of October 1, 1979

	Total*	White	Black	Spanish Speaking/ Surname	Asian	Native American	Total Minority	Female
Number	3549	2774	260	349	132	34	775	1070
Percent of Total		78.16	7.33	9.83	3.72	0.96	21.84	30.15
Labor Force Representative		76.3	6.3	13.7	2.3	0.4	23.7	38.1

Source: Office of the Governor, State of California (Telephone call, Ms. Diana Phillips)

*This number includes positions which have been filled more than once due to departure of appointed incumbent. The total number of appointments which the governor can make is 2584.

TABLE C-2

Racial/Ethnic and Female Distribution in California State Assembly Staff, 1979

	Total	White	Black	Spanish Speaking/ Surname	Asian	Filipino	Native American	Female**
Professional	166	138	9	11	7	1	0	
	100%	83.6	2.3	6.5	4.1	0.6	0	
Secretary	405	289	52	37	23	0	4	
	100%	70.1	12.6	9.0	5.6	0	0.7	
Total Employees	571*	427	61	48	30	1	4	
	100%	73.4	10.5	8.2	5.2	0.2	0.7	
Labor Force Representation	100%	76.3	6.3	13.7	2.3	0.7	0.4	

Source: Telephone interview; Ms Malley Tom, California Assembly Rules Committee, November 26, 1979 within each box which contains two figures, the top figure is the number of that group in that category, the bottom figure is the percent.
*This includes only assembly staff in Sacramento, it does not include outstationed staff.
**Data on females not available.

APPENDIX C
TABLE C-3

Racial/Ethnic and Female Distribution in California State Senate Staff, 1978*

	Total	White	Spanish Speaking/ Black	Surname	Other	Female
Professional	231	195	20	12	4	80
	100%	84.4	8.7	5.2	1.7	34.6
Secretary	278	231	14	20	13	269
	100%	83.1	5.0	7.2	4.7	96.8
**Miscellaneous	61	46	6	9	0	20
	100%	75.4	9.8	14.8	0	32.8
Total Employees	570	472	40	41	17	369
	100%	82.8	7.0	7.2	3.0	64.7
Labor Force Representation	100%	76.3	6.3	13.7	0.3	38.1

Source: Telephone interview, Mr. John Williamson, California State Rules Committee, November 20, 1979.
*No data available for 1979.
**Miscellaneous category consists of accountants, file clerks, and others who are neither classified as professionals or secretarial.